



## @USNPEOPLE WEEKLY WIRE

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Chief of Naval Personnel Public Affairs Office

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Chief of Naval Operations Public Affairs

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) New Chart the Course Training for 2016 / 8 DEC 15 [\[LINK\]](#)**

Chief of Naval Personnel Public Affairs Office

WASHINGTON (NNS) – The Chief of Naval Personnel announced Dec. 9 new training for 2016 that expands on existing efforts made through Sexual Assault Prevention and Response (SAPR) and fleet-wide training.

The training is called Chart the Course (CTC) and will emphasize positive professional behavior and decision-making. Scenario-based videos and facilitator-led discussions will help Sailors determine how to make the right decisions and behave professionally when facing difficult situations.

“We want our Sailors to live and act, on and off-duty, on and offline, according to the Navy's Core Values and Ethos, as professionals who treat each other with dignity and respect. With videos and peer-led discussions in Chart the Course, Sailors are going to see difficult moments, tough decision points, and learn what to do,” said Rear Adm. Ann Burkhardt, director, 21st Century Sailor Office.

Burkhardt described the training as opportunity to focus on making the right choices, understanding the consequences, and how it impacts readiness. Leaders expect that discussions among peer groups will cover a spectrum of behaviors and emphasize the importance of leaders at every level to “step up, and step in.”

The training details are outlined in NAVADMIN 280/15. The training topics include professional behavior, alcohol's impact on decision making, sexual harassment, sexual assault, and retaliation.

Training will be delivered to all active and reserve personnel by facilitators selected by their commands and will begin in early 2016. New facilitators will be certified by Master Mobile Training Teams (MMTT) from the CTC Task Force and will then deliver the interactive video and facilitated face-to-face (F2F) sessions in small groups to their peers within the command.

Since the training methods are similar, command facilitators certified to instruct the training delivered in 2015 will remain certified to instruct CTC.

CTC satisfies General Military Training requirements for Hazing, Operational Risk Management (ORM), and Alcohol, Drug, and Tobacco Awareness Command-Assigned Readiness-Enhancement (CARE) General Military Training.

Training must be completed for all Sailors no later than Sept. 30, 2016.

Commands may access CTC training information via the NPC 21st Century Sailor webpage at [http://www.public.navy.mil/bupers-npc/support/21st\\_century\\_sailor/pages/default.aspx](http://www.public.navy.mil/bupers-npc/support/21st_century_sailor/pages/default.aspx)

## **2.) Navy Personnel Chief: Personnel System Needs Modernization / 9 DEC 15 [\[LINK\]](#)**

SEAPOW MAGAZINE, Richard R. Burgess

ARLINGTON, Va. — The chief of naval personnel has expressed his concern that the Navy needs to modernize its personnel system to meet the needs of the future fleet.

The Navy's goal is to “try to deliver the right training at the right time to the right Sailor for the right job,” VADM Bill Moran said Dec. 9 to an audience at the Center for Strategic and International Studies, a Washington think tank. “It can't be about quantity alone. It has to be about quality.”

Moran also said the Navy needs to “get off the conveyor belt” factory model of training Sailors, and modernize its approach to training with more efficient pipelines, including bringing in more modular and mobile training.

In his travels out to the fleet when he first assumed office more than two years ago, Moran said he heard a set of frustrations among the senior officers and enlisted personnel, and found the fleet out of balance.

“Senior officers were far more concerned about manning levels,” Moran said, noting that while the Navy has been adding about 6,000 Sailors per year over two years, most were Sailors with only basic training, called “GENDETS” in the Navy’s terminology. “We weren’t giving what we really needed: the best-[trained] Sailor.”

Moran noted four areas of frustration then existing among the enlisted ranks. These included the lengths of deployments in recent years, many ranging far more than what used to be a standard six months. Sailors also were concerned with manning levels, glad to have the billets filled but frustrated with having to train new Sailors in the fleet. Sailors also are frustrated with the peaks and valleys of the advancement cycles and the difficulties in dealing with under-funded maintenance.

“We have to stabilize our shipyards, our depots,” Moran said.

The admiral also noted the current high recruiting and retention levels, but cautioned against excessive optimism.

“Now I know we have a problem because we think everything is running great,” he said, noting that recruiting and retention usually go down when the economy improves. “That model is being challenged.”

Moran sees no immediate threat, but said “we can’t afford a precipitous drop [in recruiting and retention]. It is really hard to turn it around in a reasonable amount of time. We’re on a new approach to deal with the off-balanced, unstable condition we’ve been in.”

Moran pointed out that about 85 percent of military personnel come from military bloodlines, especially in the Navy. He expressed concern that the number of veterans in the nation’s populace has declined by 8 million over the last 10 years, and that it is “going to get harder and harder to attract” the sons and daughters of veterans.

“Our workforce is becoming more and more of a closed loop,” he said.

### **3.) CNO Identifies 4 Core Attributes to Guide Navy Leaders / 6 DEC 15 [\[LINK\]](#)**

Chief of Naval Operations Public Affairs

WASHINGTON (NNS) -- In his latest podcast, Chief of Naval Operations Adm. John Richardson discussed what he describes as the Navy 'core attributes.'

Building on the Navy's core values, the attributes of integrity, accountability, initiative, and toughness serve as guiding criteria for decisions and actions by leaders up and down the chain of command.

Below are highlights from the podcast:

Q: What is the purpose of identifying these core attributes?

A: Militaries in general and Navies in particular are most effective when operating with decentralized command structures. We expect that when a commander and their team get their orders, they will deploy and execute

their mission. The key is trust and confidence, both up, down, and across the chain of command. So, if we're going to have trust and confidence, which is absolutely essential to decentralized command, it stands that we have an agreed upon set of attributes that allow us to achieve behavior consistent with those values.

Q: Can you describe each of these attributes?

A: Integrity -

I see integrity as having two dimensions. One is personal integrity, where each of our core values aligns with honor, courage, and commitment. We also have to extend beyond ourselves and actively strengthen our shipmates' integrity as well. That's the individual dimension. There is an institutional dimension of integrity and our behaviors as an organization need to be consistent with the values that we profess.

A: Accountability -

One of the things that I truly love about being in the Navy is that we are a mission focused force. We set aggressive goals and stretch goals, and we hold ourselves accountable to achieve those goals. As part of our practice we are going to build in an assessment strategy so we can measure our progress toward our goals. And we have to be our own worst critic and make adjustments as required so that we can achieve those ends that we set about achieving.

A: Initiative -

This goes toward each of our Sailors, particularly our leaders, exercising their authority to the fullest extent possible. This is absolutely fundamental to being effective in decentralized operations. Furthermore, even down to the most junior Sailor, we've got to recognize that the best idea or the best question might come from the most junior person in the group, so we've got to have a good sense of respect for that, and not let our structure or our seniority get in the way of someone else demonstrating initiative and coming forward with a good idea or a thoughtful question.

A: Toughness -

This is a fundamental attribute to any military force or any team. Really, it's just our ability to take a hit, recover and keep going. To do this, we have to tap all our sources of strength. Whether that's the strength provided by rigorous training, the strength provided by encouragement from our shipmates and the fighting spirit of our people, the strength provided by our families reaching out to us-there are many many sources of strength and inspiration. In the end we don't give up the ship, and that's a measure of our toughness and resilience.

Q: What are the next steps for these core attributes?

A: This is just the first of many opportunities that I'm going to take to talk about our core values and these core attributes. I think that they're so fundamental to maintaining trust and confidence, both within the Navy and between the Navy and the American public that we almost can't talk about these too much. I would hope that everyone take the time to appreciate what they are, know them, and then judge their behaviors according to these attributes. How we inculcate these into our formal training pipeline, our career development training, and our leadership development programs remains to be seen. I don't want this to be condensed down to some kind of an acronym or anything like that, because then it becomes a superficial discussion. We need to be thinking about these deeply each and every day.

The CNO's full podcast can be found online and on iTunes.

#### **4.) Navy Preparing to Open SEAL Training Screener for Women / 7 DEC 15 [\[LINK\]](#)**

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ANNAPOLIS, Md. — The U.S. Naval Academy is preparing to open its screening process for Navy SEAL training next year to women who are juniors at the academy, the superintendent said Monday.

Vice Adm. Walter "Ted" Carter told the academy's Board of Visitors at their quarterly meeting that the school is waiting for specific guidance from the Navy before definitely opening next spring's screening. He noted it could take longer before female midshipmen will take part in the rigorous 24-hour marathon screening process.

"We'll be ready to put women through the screener as early as next year," Carter said. "I don't know that we could move any faster, but it could be longer depending on what the details of the policy decisions are."

The superintendent's comments come less than a week after Defense Secretary Ash Carter announced the military will open all combat jobs to women.

The academy, which has Navy SEALs on its staff, conducts the screening on its grounds in the spring and fall. It tests physical, mental and teamwork abilities. The screening is a gateway to additional opportunities each summer at Basic Underwater Demolition training, which is conducted in the Naval Special Warfare Center at Naval Base Coronado-Naval Amphibious Base in California.

If the screening in Annapolis, Maryland, is opened to women next year, female midshipmen in the Class of 2017 could be the first to graduate from the academy to go on to become members of the elite naval commando force.

Last year, the academy had about 100 male students who were initially interested. The top performers in the screening are selected for further training in California the following summer. The school had 38 SEAL spots this year.

The superintendent said the academy expects to have female students interested in participating, based on comments students have submitted to an anonymous online academy bulletin board.

"We know that there's a warrior mentality within the men and women here, so I fully anticipate we'll have some that are interested," he said.

Col. Stephen Liszewski, the commandant of midshipmen, said the academy should have a better feel for interest next semester, when the school conducts a poll among students.

"In every warfare community or specialty here at the academy that's been opened, there has always been interest from female members of the brigade," Liszewski said, noting that female students wanted to serve aboard submarines when the Navy opened them to women in 2010.

The superintendent said he is confident the academy has female students who can succeed at becoming SEALs.

"Based on the talent that I see here, the physical attributes, the performance in our physical training scores, the performance on the field of sport, I'm very confident for the women that truly want to do this we'll have some that can do it," he said.

Liszewski noted that a female student last fall scored at the top in an explosive ordnance disposal screener, which has some similarities to the screener for SEAL training.

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